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Canada and Mexico. Case work, community organization, club work, settlement work, research, employment, health work and a wide variety of other activities are among the specialties represented. The rapid growth of social work during the past decade, the increasing diversity of apparently unrelated effort, presents indeed one of the most immediate problems which the profession must face. In a pamphlet recently published by the Association—"Social Work—An Outline of its Professional Aspects", Mr. Paul Beisser, its Research Secretary, outlines five main fields of Social Work—social case work, social group work, community organization, institutional work and social research. Whether or not these five tentative fundamental groupings with their thirty sub-divisions will stand the test of the next few years development may be an open question, but that there is a drawing together of interest in technique and training along these broad general lines is undeniable.

The second important decision at Providence was in regard to the financial policy of the Association. It was felt that with social work in the making as it is, with problems arising within the profession which will call for the clearest kind of thinking and independence of action, the members themselves should assume full responsibility for the support of the actual working organization. Not only was a plan providing for the accomplishment of this by 1925 adopted but six thousand dollars pledged on the spot for the completion of this year's budget. No greater testimony could have been given to the growing professional consciousness on the part of social workers and their increasing readiness to frankly face the problems which are before them.

As with the other professional societies, the extension of membership pre-supposes the existence of semi-autonomous local chapters, carrying out programs of their own and assuming responsibility for definite portions of the whole program. The new Association is just reaching that stage and with the adoption of membership standards local groups of members in Boston, New Bedford and other parts of the country have definitely begun to organize and develop programs of their own.

One may hesitate perhaps in predicting the future of professional social work. Social science is in its infancy, social research is even yet

limited both in its extent and in its method, there are traditions which drag down as well as lend stability, popular misconceptions which must be overcome. Social workers have as their material human nature in all its mysterious complexity. To map out a clear cut path for the development of a professional concerned with this task is one which requires the collective thinking and action of all of those who are faced with its practical problems. To further this accomplishment is the central task of the American Association of Social Workers.

## INSTITUTES FOR PUBLIC WELFARE

MRS. CLARENCE A. JOHNSON

THE MOST COMMON INQUIRY which has been made about the North Carolina Plan of Public Welfare has been the question: Can you make the county system, with a superintendent of public welfare in each county, effective without trained workers? Can you provide adequate trained workers as rapidly as needed, especially when the nature of the county and rural work makes it wise to have home-trained superintendents? Something will be said in other discussions concerning various phases of this problem; but this paper will indicate one of the best methods which the State Department can utilize for the training of its workers and for raising standards of work. I refer to the Summer Institutes of Public Welfare held at the University of North Carolina with the coöperation of the School of Public Welfare.

The 1922 Special Summer Institutes for Public Welfare, the third to be held at Chapel Hill under the joint direction of the University and the State Department of Public Welfare, proved to be a marked success. While the past two summers have maintained a high standard of interest, discussion and thought, the 1922 Institutes proved far the best yet held, both as to the number of those present and the quality of work done.

The several purposes of the Institutes are self-evident:

To bring together in helpful conference and fellowship as many workers in the field of public welfare and social work as may be practicable.

To study and discuss common problems and programs of public welfare.

To raise standards of work and to stabilize public welfare processes in North Carolina.

To give momentum to the North Carolina plan of Public Welfare, in its effort to increase human adequacy and to make democracy effective in the unequal places.

To provide special days for officials and workers in institutional aspects of public welfare—prisons, hospitals, training schools, children's homes, and the others.

To contribute something to the whole field of public welfare and social progress and education.

While there are a great many public-spirited citizens who are interested in the Institutes, they are provided especially for groups and individuals who are actually working or preparing to work in the field of public welfare in this and other Southern states. Those for whom the sessions were planned include:

County superintendents of public welfare and their assistants.

Administrative officers and staff members of Institutions working for special classes and special aspects of public welfare.

Other groups, such as juvenile court judges, probation officers and special agents in the field of public welfare.

The Commissioner of Public Welfare of North Carolina and staff members.

Secretaries of commissioners of other State Departments of Public Welfare in the South.

Administrative officers of the State Department of Health, Education, Child Welfare Commission and others.

Specialists from the National field of public welfare, including child welfare, prison work, mental hygiene, institutional management and supervision, and others.

Groups of administrative officers and staff members of voluntary agencies and institutions working for the public good.

Special teachers, preachers, community workers, and citizens interested in technical aspects of social work and public welfare.

The work of the Institutes was divided into two larger aspects. The first had to do with the intimate and specific administration and organization of North Carolina public welfare as found in the state department, in the state institutions,

and especially in the county organizations. The first week of the conference was devoted to careful consideration of these numerous and varied problems, and the special features and strength of this week's work were found in the practical and intimate discussions of the county superintendents themselves. There were, however, most valuable contributions made by Hon. Burr Blackburn, Secretary of the State Board of Public Welfare of Georgia, Croft Williams, Secretary of the State Board of Public Welfare of South Carolina, Professor J. L. Gillin, University of Wisconsin, Joseph C. Logan, Assistant Director of the American Red Cross at Atlanta, and others of the University and State Department of Public Welfare as described later.

The second aspect of the Institutes was considered during the second week which was devoted primarily to the discussion of institutional problems and management. Valuable contributions were made by county superintendents of public welfare, heads of North Carolina institutions, Dr. Hastings H. Hart, President of the American Prison Congress, Miss Grace Abbot, head of the Children's Bureau at Washington, and member of the State Department of Public Welfare and of the University faculty.

From the State Department of Public Welfare besides Mrs. Clarence A. Johnson, Commissioner of Public Welfare, there were present Mr. Roy M. Brown, in charge of County Organization, Dr. Harry W. Crane, State Psycho-Pathologist, Miss Mary Shotwell and Miss Emeth Tuttle, in charge of Child Welfare, Mr. Wiley B. Sanders, Executive Secretary of the State Conference of Social Service investigating juvenile delinquency and prison conditions.

Members of the University Faculty who gave instruction included Professor E. C. Branson, Head of the Department of Rural Social-Economics; Professor Howard W. Odum, Director of the School of Public Welfare; Professor Jesse F. Steiner, Professor of Social Technology; Professor Harold D. Meyer, Supervisor of Field Work; Professor Harry W. Crane, State Psycho-Pathologist; Miss Eugene Bryant, Supervisor of Case Work.

Of the fifty-two counties having full time county superintendents of public welfare, more than forty were represented, and much of the best discussion was contributed by the superintend-

ents. One entire session was devoted to the discussion of the plan for certification and was in charge of the State Association of County Superintendents. There were ten of the State's institutions represented, and in every case the head of the institution present contributed to the conference. Many of the sessions were spirited; all were wholesome. In all there were some fifteen major topics discussed, including general relief, child welfare, child placing, juvenile courts, mental hygiene, and others including more than two score minor topics.

In concluding the Institutes the superintendents agreed upon three general standards for the next year's work, reporting back next Summer to measure progress in each of these: (1) More knowledge of his subject and increasingly higher standards of work. (2) More comprehensive application of this knowledge and training to the problems at hand, and (3) More originality and initiative in pioneering a little further into the whole field of public welfare.

#### CERTIFICATION OF SUPERINTENDENTS OF PUBLIC WELFARE

S. E. LEONARD

ONE OF THE MOST interesting and important problems that has faced the North Carolina Association of Superintendents of Public Welfare, and the State Department of Public Welfare, is the question of classification, and the certification of county superintendents of Public Welfare in this state. It was very clear that no absolute and binding standard of certificate should be required at the beginning, but rather that plans should be worked out gradually and effectively to conform to the need for trained workers, taking into consideration local initiative, unusual personalities, and available experience. At the last state conference of social work, the Association of Superintendents of Public Welfare appointed a committee to work out suitable plans for certification. This committee met, accepted tentative plans, conferred with the state Department of Public Welfare, made amendments, and then met at the University with the Institutes of Public Welfare for a sessions's discussion of this important step in progress. In this conference, to the interested discussions of the superintendents themselves, were added the deliberations of the state depart-

ment and the University School of Public Welfare. During these discussions, emphasis was placed upon four factors: professional training, adequate experience, strong personality, and genuine belief in the work. The pleasing feature was the unanimity with which all agreed to the need for higher standards. The summer sessions of the university of North Carolina and other training schools for social work, inspection courses and correspondence courses, make it possible for every superintendent who has the potential qualifications listed to be admitted to certification.

The plan of certification which was agreed upon, but which will not be formally adopted until later follows:

#### CLASS OF CERTIFICATES

Two classes of certificates, A and B will be issued. These certificates are valid for four years and renewable for four year periods. Basis of issuance of each class is given below.

1. *Class A*—The applicant, in addition to an educational background warranting expectation of success and progress in the profession of social work, must show at least one full year or three quarters, (or the equivalent in summer session or correspondence courses, or in the superior contribution to social work) in training in professional social work at institutions of such standard grades as set forth by the American Association of Training Schools for Social Work. Applicant must also have four years of practical experience in social organizations of recognized standards.

2. *Class B*—The applicant, in addition to an educational background warranting expectation of success and progress in social work, must show credit of attendance at three public welfare institutes or its equivalent or at least credit for two full courses in correspondence or residence in training in social work at institutions of such standard grades as set forth by the American Association of Training Schools for Social Work. Applicant must also have two years of practical experience in social organization of recognized standing.

*Provisional A and B*—Certificates are to be issued for two years and are not renewable. Applicant for Provisional A and B certificates will be required to pass an examination on the social laws of North Carolina.